



REPORT OF THE INTER-MINISTERIAL COMMITTEE

ON WORK PERMIT ISSUES

Ministry of Labour and Industrial Relations

September 2025





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Executive Summary

1. The issue of work permits to migrant workers is one of the core functions of the Ministry of Labour and Industrial Relations. There are presently around 45,300 foreign workers in Mauritius on a work permit/certificate of exemption. With the demographic challenges facing the country such as declining birth rate and ageing population, coupled with challenges for the recruitment of workers on the local market in most sectors of the economy, and mismatch of supply and demand of labour, employers are more and more having resort to the services of foreign workers.

2. The Ministry of Labour and Industrial Relations therefore has the obligation to ensure that economic operators are equipped with the required labour, in a timely manner, while ensuring no prejudice to the local workforce. Representations have been received regarding the time taken to process work permit applications and to issue work permits. The process is indeed quite lengthy, thus the need to review the process so as to respond to the needs of the labour market. At the very outset, it should be acknowledged that foreign labour should not be a threat to the local workforce, but rather complements it and is a critical enabler of economic growth and social progress. The world is now a global village and with the easy movement of people, there is also easy movement and exchange of talents and skills. Therefore, a balanced and well-regulated approach will help Mauritius remain competitive and resilient in this ever-evolving global economy. We must therefore, make the most of the advantages inward migration offers to be able to achieve the projected growth of 3-4 % this year.

3. In this perspective, in January 2025, the Government set up an Inter-Ministerial Committee to look into the difficulties being encountered by private companies in obtaining work permits and residence permits and to come up with recommendations to address these issues. The composition of the Committee is at **Annex I**.

4. The Committee met on nine occasions and various aspects relating to work permit were discussed, including

- The recruitment process and operations of private recruitment agencies
- Streamlining of the process flow for work permit applications and certificates of exemption
- Enhancement of the current system being used to receive and process applications, that is, the National E-Licensing System set up by the Economic Development Board
- The role of the Technical Committee on Work Permits which is presently under the Prime Minister's Office
- The accommodation of workers and the requirement for the Lodging Accommodation Permit (LAP) issued by the National Occupational Safety and Health Department of the Ministry of Labour and Industrial Relations
- Tackling the problem of illegal employment of foreign workers
- Monitoring of foreigners on a Student Visa working above the authorised 20 hours per week
- Non-renewal of permits and non-payment of fees by employers
- Non-compliance of employers with the Worker's Rights Act
- Impact of facilitation of migrant labour in Mauritius on local labour work conditions and social systems.
- Compliance with International Conventions on Migrant Labour.

5. In line with above, the Committee made recommendations focussing on the following main segments:

I RECRUITMENT

- **Addressing issues regarding Recruitment Agencies**

- a) To amend the Private Recruitment Agencies Regulations 2024 to introduce eligibility criteria such as knowledge of Mauritian laws, certificate of character, evidence of financial soundness and track record of experience in recruitment, for those applying for a recruitment licence;
- b) To introduce conditions attached to the recruitment licence in line with the International Recruitment Integrity Standard (IRIS) for recruitment agents to adhere to; and
- c) To increase the security deposit from Rs 500,000 to Rs 1M to ensure that recruitment agents have enough funds to repatriate foreign workers whenever required.

- **Addressing International Cooperation Matters**

- a) Mauritius should enter into Memorandum of Understanding with the countries from which foreign workers are employed in Mauritius to facilitate fair, orderly and ethical recruitment in line with International norms against human trafficking;
- b) Recruitment of foreign workers should be made only through recruitment agents duly licensed in the country of origin of the foreign worker so as to ensure transparency and efficiency in recruitment and to ensure that foreign workers do not pay recruitment fees; and
- c) Given that the situation of a significant number of Bangladeshi workers has been regularised, the Committee has recommended to review the restriction on employment of Bangladeshi workers and allow their recruitment to meet the demand in some scarcity areas such as Bakery, Textiles, and Printing/Printing Press sector.

II EMPLOYMENT FACILITATION/STREAMLINING OF PROCESSES

- **Streamlining Administrative Processes**

- a) The Permission in Principle/ratio/quota system to be reviewed to a system based on evidence of inability to recruit locally. Henceforth, when submitting applications for work permit, employers should submit evidence of having contacted the National Employment Department of my Ministry and the Mauritiusjobs platform to recruit local jobseekers, but

have been unsuccessful in finding the right profile. Employers to advertise the posts with all details to ensure wide dissemination to local jobseekers.

- b) The process for Request for Permission in Principle (PIP) to be eliminated so that employers may submit applications for work permit directly;
- c) The maximum allowable period of stay for foreign workers in all sectors to be harmonised to 10 Years instead of 8 years in some sectors such as Construction and Agriculture.
- d) To review the work permit fees based on the size of the company, especially for SMEs and subject to consultations with authorities concerned.
- e) In line with the Budget Speech 2025/2026, the EDB will come up with a rules-based work permit system which *inter alia* includes a Standardised Job Classification and Codification System, an Accredited Employer Framework and Integrated Digital Infrastructure to fast track and simplify the work permit process and issue a combined work and residence permit card with a unique identification number.
- f) Implement an AI powered system which will allow employers to advertise their vacancies together with salary and detailed conditions of employment offered for local employees and demonstrate their inability to recruit local workers and hence seek recourse to foreign workforce.

- **Enhancement of the National E-Licensing System (NELS)**

- a) To reduce the processing time, applications for all types of permits should be made on the National E-Licensing System. The Economic Development Board to amend the system accordingly to cater also for applications and processing of Certificate of Exemption, Employment Permit, Special Permit as well as provide linkage for LAP, contract vetting, and SMWU for compliance report;
- b) Payment through internet banking should be incorporated into the system to enhance efficiency, reduce administrative delays and align with modern digital payment practices;
- c) The internal processes at the work permit unit to be streamlined;
- d) To issue work permit card with QR code which can instantly verify the status of the migrant worker, and
- e) The Passport and Immigration Office which receives applications for Residence Permit simultaneously should use the NELS system to input its clearance regarding workers within a given time frame.

- **Policy Review and Amendments**

- a) The Technical Committee on Work Permit presently under the PMO should be brought under the Ministry of Labour and Industrial Relations so as to reduce processing time. The representatives of the PMO and the PIO as well as the other Ministries/Departments concerned will continue to form part of the Committee; and
- b) The categories of applications forwarded to the Technical Committee should be reviewed so that applications for skilled workers like Machine Operator, Fish Cutter, certain grades in the construction sector, bakery etc. are processed at the level of the Ministry of Labour and Industrial Relations itself especially those already within a quota. Applications for professionals such as in the medical sector, ICT, Tourism sectors may continue to be referred to the TCWP.

- **Addressing Lodging Accommodation Permit (LAP) issues**

- a) The process for issue of LAP should be streamlined.
- b) Employers to be allowed to submit work permit applications and applications for LAP in parallel to enable simultaneous processing. Work Permits to be issued subject to the issue of LAP.
- c) The National OSH Department to consider amending the Occupational Safety and Health (Employees' Lodging Accommodation) Regulations 2011:
 - (i) so that LAP may be issued in the name of the owner of the building instead of the employer. Thereafter, the owner may rent the building to more than one employer; and
 - (ii) to come up with a new Regulation regarding Centralised Lodging Accommodation Facilities for new buildings so that the LAP will be issued in the name of the owner of the building instead of the employer. The owner may rent the building to one or more employers. thereby having blocks of apartments for accommodation of expatriate workers.
- d) To consider having a separate unit like a one-stop-shop under the Ministry of Labour and Industrial Relations to handle all matters relating to foreign workers such as vetting of contract, issue of LAP, medical Certificate, Fire clearance for dormitories, work permit applications, as well as handling complaints of foreign workers, compliance of employers to the laws of Mauritius and terms and conditions of foreign workers. This will facilitate matters for employers and workers as well.

III ADDRESSING MIGRANT WORKERS' PROTECTION

- a) Arrangements should be made to allow for interim measures such as transfer from one employer to another or issue of special permit to enable a migrant worker to stay in Mauritius to depone in Court cases where they are called as witness against unscrupulous employers;
- b) Section 56 of the Employment Relations Act to be amended to ensure the terms and conditions of employment for migrant workers are equally governed by any applicable Collective Agreement;
- c) Arrangements such as accommodation, food, safety and security should be made for the migrant worker during court case;
- d) The legislations should be amended to deal with the differences in working conditions and allowances for local and foreign worker so as to align same;
- e) To introduce the payment of a gratuity to foreign workers, equal to 15 days' remuneration per year of service after their term of contract and which should be reflected in their contract of employment;
- f) Migrant workers to be given a delay of up to one month from the termination of employment to return to their country of origin so that they have sufficient time to recover any payment that may be due to them. Unless otherwise agreed with the Employer, the costs of board and lodging of these workers during that period will have to be borne by the workers themselves.-An application-for an extension of stay will have to be made to the PIO before the termination of the employment to prevent the worker from being in an irregular situation;
- g) No employer or recruitment company should keep the passport of a foreign worker in his possession; and
- h) All conditions of work stipulated in any applicable law and/or existing Collective Agreement in an enterprise will automatically apply to any migrant worker of that enterprise.

IV COMBATTING ILLEGAL EMPLOYMENT OF WORKERS

• Enforcement and Compliance

- a) Employers recruiting foreign workers without a valid work permit should be prosecuted under section 3(3) of the Non-Citizens (Employment Restriction) Act;
- b) Regular joint crack down operations should be undertaken by the PIO and Ministry to ensure that foreign workers have a valid work permit, and a protocol for exchange of information on cases of illegal migrants to be worked out between both departments;
- c) Legislation to be amended to provide for fixed penalty to be imposed on defaulting employers instead of going through lengthy court proceedings;
- d) Legislation to be amended to make it mandatory for employers to repatriate their workers in all circumstances except where the worker has been transferred legally to another company.
- e) To work on an amnesty to be provided to illegal workers to allow them to return to their country of origin without sanctions within a specified time frame; and
- f) PIO to increase the capacity of accommodation for both male and female illegal migrant workers during the course of their court case.

• Education Institution Alignment

- a) All foreign students wishing to work on a part time basis in Mauritius, should make an application of student work/Employment permit, through the education Institution they are enrolled with and with a valid authorisation from the institution even if they work for less than 20 hours.
- b) With regard to foreign students, the HEC and MQA should align their figures with those of the PIO to ascertain the actual number of foreign students in the country to ensure monitoring;
- c) Enquiry should be carried out by the Ministry of Education and Human Resource at unregistered institutions having international students,
- d) A monitoring mechanism to be put in place to ensure that foreign students do not work above the authorised 20 hours.

V MIGRANT WORKERS WELFARE FUND

- **Welfare of Migrant Workers**

- a) To cater for the welfare of migrant workers in Mauritius, an amount of Rs 500 per migrant worker per year to be transferred by employers to a special fund to be used to pay for living expenses and legal fees to represent workers in case of dispute with employer.

6. The Ministry of Labour and Industrial Relations is confident that with the implementation of the recommendations made by the Committee, and with the collaboration of concerned Government departments as well as employers and employers' and trade union organisations, there will be a marked improvement in the time taken to issue work permits.

1. INTRODUCTION

1.1. Mauritius being a small island has as main resource its local workforce. However, there is now more pressure on the working population due to a low birth rate, growing movement of local talents and an ageing population. In addition, the youth, are not interested in joining sectors where they have to work on shift or odd hours, during weekends and public holidays. One of the measures of the Government Programme is that the Government will adopt measures to address the country's changing demographics and meet labour market requirements including in strategic sectors such as Agriculture.

1.2. According to Statistics Mauritius, in 2024, the labour force in Mauritius was estimated at 596,100 individuals, including both employed and unemployed persons aged 16 and above who are actively engaged in or seeking employment. Around 565 300 are in employment, while the remaining 35,800 are unemployed. Despite having around 35,800 unemployed, employers are having difficulties to recruit workers locally. In the Export Oriented Enterprises and the Manufacturing, Tourism, ICT and Construction sectors which are key to the sustainability of the economy, employers claim that they have no choice than to employ foreign labour.

1.3. To enable a non-citizen to work in Mauritius, and in line with the Non-Citizens (Employment Restriction) Act, the Ministry of Labour and Industrial Relations issues work permits specifying the grade, the employer and duration of the employment. Given the substantial increase in demand for foreign workers over the recent years, and the lengthy processing time for issue of work permits, a review of the work permit system is crucial. In this context, in January 2025, the Government set up an Inter-Ministerial Committee to look into issues relating to work permit, comprising

- The Minister of Labour and Industrial Relations as Chairperson,
- The Minister of Tourism, as Member
- The Minister of Social Integration, Social Security and National Solidarity, as Member
- The Minister of Industry, SME and Cooperatives, as Member and;
- The Minister of Information Technology, Communication and Innovation, who would be roped in regarding the digital platform for Work and Residence Permits.

1.4. The aim of the Inter-Ministerial Committee is to look into the difficulties being encountered by private companies in obtaining work and residence permits and to come up with recommendations thereon.

1.5. The Committee was assisted by public officers of concerned Ministries and included Employer representatives such as Business Mauritius, MEXA, SME Chambers, as well as Employee representatives such as Confédération des Travailleurs du Secteur Privé (CTSP), General Workers Federation (GWF)/CSG Solidarité, Private Sector Employees Union (PSEU), Union of Bus Industry Workers (UBIW), Artisan and General Workers Union (AGWU)/Joint Negotiating Panel (JNP).

1.6. Presently, there are around 83,000 workers in the Manufacturing sector, out of which 20,000 are foreign workers, with 75% of them working in export-oriented companies. According

to the Association of Mauritian Manufacturers, if Mauritian manufacturers have the required manpower, there can be an economic growth of 1 to 2%.

1.7. As for other sectors, the Tourism sector is facing difficulties in finding the right skills locally. The objective is to attract high-end tourists to Mauritius, thus some specialized skills are needed so that Mauritius can maintain its reputation as one of the best destinations for tourists. On its side, the Construction Sector is also facing a significant shortage of local workers, especially with the number of Government projects underway. This is mainly due to a low attractiveness of the sector which is physically demanding, an aging workforce and skills labour gap. The transport/distribution sector has recently emerged as an area where local labour is short. Moreover, with the evolving local society and women empowerment whereby women in most households are also working, the need for domestic workers and carers for the elderly has gone up.

1.8. It is to be pointed out that allowing more foreign workers in the country poses a number of challenges. Foreign workers should not be perceived to be cheap labour that can be forced to work overtime and at odd hours. Care must be taken to ensure that these workers are properly treated, properly lodged and all their rights are respected. However, care should also be taken so that foreign workers do not become a burden on public finance including wage assistance, social security and public health.

1.9. The Committee received representations to the effect that enterprises were finding it increasingly difficult to recruit and retain local workers especially in sectors which require them to work on night shift and during weekends. Despite the high costs involved in the recruitment of foreign workers, employers are increasingly having recourse to the services of foreign workers.

2. RECRUITMENT

2.1 Any employer who intends to employ a non-citizen must apply to the Ministry of Labour and Industrial Relations for a work permit. A foreign worker should generally be aged between 20 and 60 years. Employers can be companies incorporated in Mauritius, associations registered with the Registrar of Associations such as religious bodies, individuals or Ministries and Embassies. As at January 2025, there were some 45,300 foreign workers working in Mauritius on a work permit. The recruitment of foreign workers is governed by the Non-Citizens (Employment Restriction) Act 1970 as subsequently amended.



Legal framework

Legislations:

Non-Citizens (Employment Restriction) Act
Non-Citizens (Employment Restriction) Regulations 1970, Non-Citizens (Work Permits) (Fees) Regulations 2013 and Non-Citizens (Employment Restriction) (Work Permit) Regulations 2017

Section 3(1)

- a non-citizen shall not engage in any occupation in Mauritius for reward or profit or be employed in Mauritius unless there is in force in relation to him a valid permit and he engages in the occupation, or is employed in accordance with any condition which may be specified in the permit

Section 3(4)

- any non-citizen who engages in any occupation in Mauritius or is employed in Mauritius without a valid work permit;
- any person who has in his employment in Mauritius a non-citizen without a valid work permit shall commit an offence

Section 4(3)

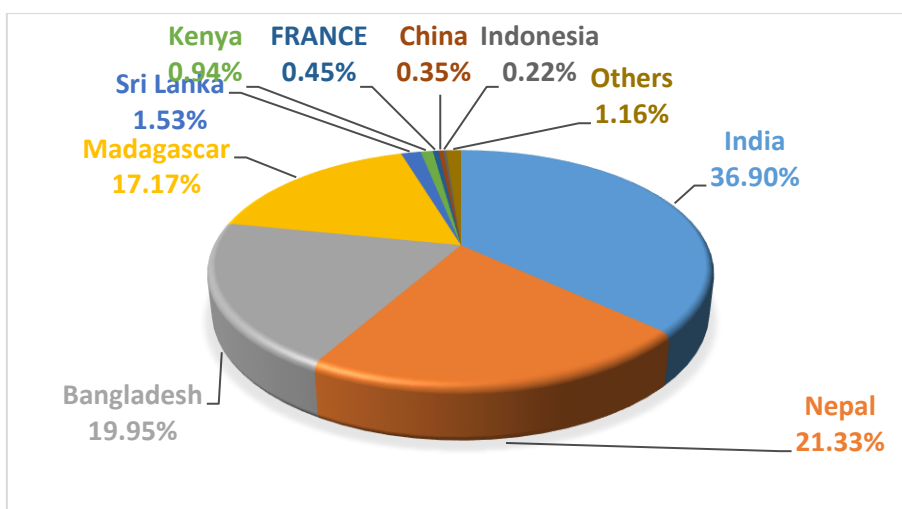
- The Minister may, in his absolute discretion, grant or reject an application

In short

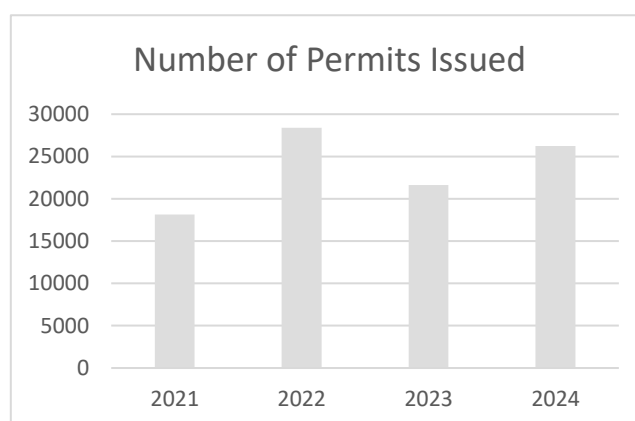
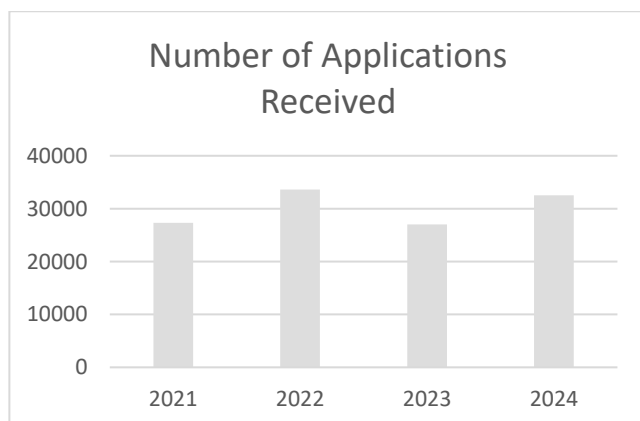
- Any Employer who intends to employ a foreign worker must apply to the Ministry for a work permit

Statistics

- Some 45,300 foreign workers are currently working in Mauritius:
 - **89% Male**
 - **11% Female**
- They come from 79 different countries, mainly:
 - **India**
 - **Nepal**
 - **Bangladesh and**
 - **Madagascar**



Summary of Valid Work Permits and Certificates of Exemption as at 31 March 2025



Statistics - Number of applications and number of work permits issued for the last 4 years.

2.2. Permission in Principle (PIP)

- **Current Situation**

Presently, companies proposing to employ more than 5 foreign workers should first obtain a Permission in Principle (PIP) from the Ministry of Labour and Industrial Relations. A PIP specifies the number of foreign workers a company is authorized to employ, the positions and the countries of recruitment. The processing of a PIP is quite lengthy as it involves inspection at the company as well as consideration at the Technical Committee for Work Permit.

- **Recommendation**

It has been recommended that the PIP process be eliminated and rather, employers submit applications for work permit directly. This will save employers around one month, enabling their work permit applications to be processed outright.

2.3 Quota/Ratio

- **Current Situation**

Following Government decision on 20 September 2024, applicants for foreign workers in scarcity areas are entitled to recruit 1 foreign worker for every three local workers in their employment. However, to facilitate employment of foreign workers in the textiles, manufacturing, bakery (traditional), agriculture, construction, Export Oriented Enterprises (manufacturing), Freeport, jewellery, ICT/BPO sectors, the requirement for a quota has been removed.

Ratios are applicable to other sectors, as follows:

- (i) Tourism (including restaurants)- 1:3;
- (ii) Other Manufacturing activities – 4:1;
- (iii) Motor Vehicle repair and maintenance – 3:1;
- (iv) Food Processing – 4:1;
- (v) Printing and Publishing – 3:1;
- (vi) Bus industry (driver and conductor) – 1:1;
- (vii) Victualler – 1:3; and
- (viii) Other scarcity areas – 1:3

Annex II provides information on the quota applicable for different sectors.

It has been observed that the quota system disadvantages Small and Medium Enterprises(SMEs) as they lack enough local staff to meet the applicable ratio to qualify for hiring migrant workers. On the other side, larger companies, with their significant number of local workers, are easily allowed to employ foreign workers. As the Government wants to boost self-employment and SMEs, this discrimination has to be removed.

- **Recommendation**

The basis for the employment of foreign workers to be reviewed from a pre-established ratio/quota principle to a system based on evidence of inability to recruit locally. Employers to henceforth submit applications for work permit according to their requirements but with evidence of having contacted the National Employment Department of my Ministry and the Mauritiusjobs platform to recruit local jobseekers, but have been unsuccessful in finding the right profile. Employers to advertise the posts with all details to ensure wide dissemination to local jobseekers.

2.4 Applications for Work Permit

- **Current Situation**

The Ministry of Labour and Industrial Relations issues four types of permits:

- (i) Work Permit: *legal document allowing a foreign worker to work in Mauritius;*
- (ii) Certificate of Exemption: *certifies that a foreign worker is exempted from the provisions of the Act, for instance, diplomats, fishermen, foreign workers for government projects;*
- (iii) Employment Permit: *allows foreign spouses of Mauritians to take up employment in Mauritius; and*
- (iv) Special Work Permit: *for victims of Trafficking in Person.*

Applications for work permit are submitted on the National E-Licensing System (NELS) by employers who should be registered with the EDB at <https://business.edbmauritius.org>. However, applications for Certificates of Exemption, Employment Permits and Special Work Permits are still being submitted manually as these are not yet catered for on the NELS.

For some sectors such as Construction and Agriculture, the maximum allowable period of stay for foreign workers is 8 years whilst in sectors such as Textile, it is 10 years.

- **Recommendations**

- a) To reduce the processing time and to have a seamless process, all types of permits should be made on the National E-Licensing System. The Economic Development Board to amend the system accordingly.
- b) Payment through internet banking should be incorporated into the system to enhance efficiency, reduce administrative delays and align with modern digital payment practices.
- c) The internal processes at the work permit unit to be streamlined.
- d) The maximum allowable period of stay for foreign workers in all sectors to be harmonised to 10 Years instead of 8 years in some sectors such as Construction and Agriculture.
- e) A special regime to be implemented whereby an enterprise which already employs migrant workers in one of its branches/mother/sister companies abroad be allowed to transfer foreign workers to work in Mauritius.

2.5 Technical Committee on Work Permit

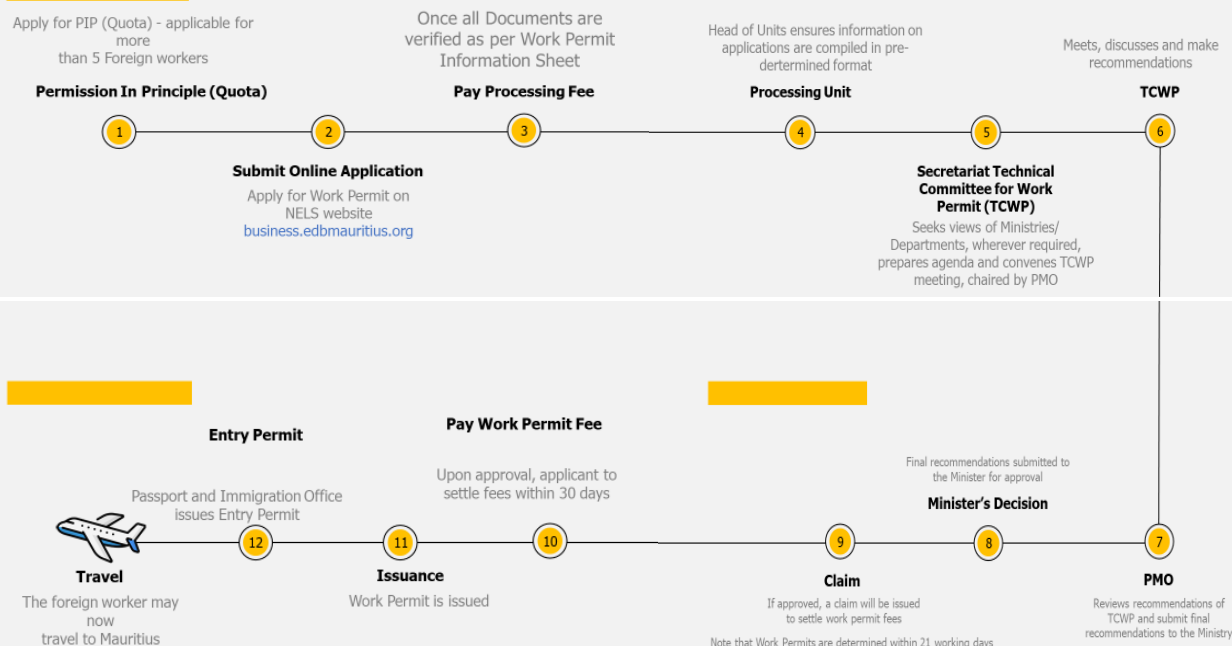
- **Current Situation**

Applications for work permit –New- are referred to the Technical Committee on Work Permit (TCWP) for consideration. The Committee is under the Prime Minister’s Office and is chaired by a representative of that Office. The purpose of the Technical Committee is to ensure that work permits are recommended in line with the residence permit.

The Technical Committee comprises representatives of different Ministries who provide their recommendations on applications for work permit related to their sector. The Committee meets twice a week.

Procedures

Application for a Work Permit



• Recommendations

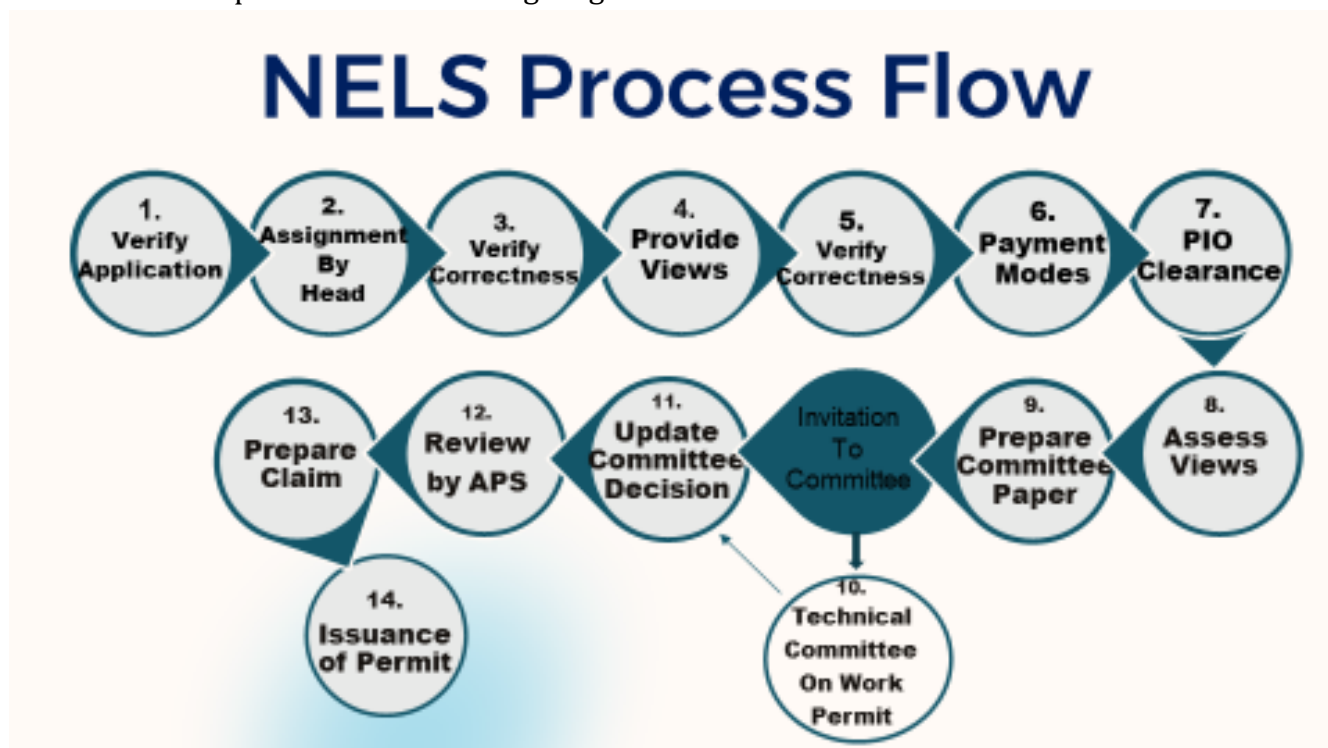
- a) The Technical Committee on Work Permit should be brought under the Ministry of Labour and Industrial Relations so as to reduce the processing time. The representatives of the Prime Minister's Office and the Passport Immigration Office as well as the other Ministries/Departments concerned would continue to form part of the Committee.
- b) The categories of applications to be forwarded to the Technical Committee should be reviewed and applications for skilled workers such as Machine Operator, Fish Cutters, certain grades in the construction sector, bakery etc should be processed at the level of the Ministry of Labour, Industrial Relations itself and not referred to the TCWP especially those already within a quota. Applications for professionals such as in the medical sector, ICT, Tourism sectors, among others, would continue to be referred to the TCWP.

2.6 Digitalisation/National E-Licensing System (NELS)

• Current Situation

As part of the business process reengineering exercise for streamlining of processes for business licenses, the Economic Development Board (EDB) introduced the National Electronic Licensing System (NELS). The NELS is also used as a platform for online work permit applications. It is a paperless based application for new work permits as well as for renewals. However, currently, the system does not cater for Certificates of Exemption, Employment Permits and Special Work Permits.

With the introduction of NELs, new applications for work permit are submitted on the platform by employers. All the verifications, processing, approvals and claims generation are done online. The process is ISO 27001:2022 certified since October 2023. The process flow is depicted in the following diagram.



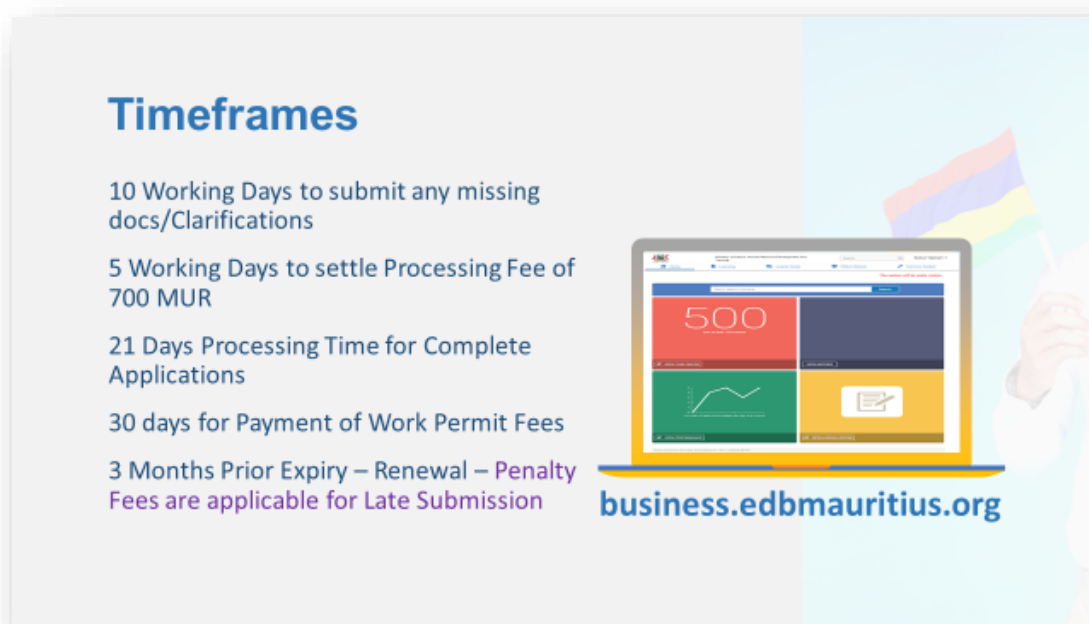
The Process Flow

- i. The first step - Work Permit Registry verifies the applications received on the NELS. In case of any missing or incomplete document, the application is sent back to the applicant and the System notifies the company through email that necessary amendments are required. In case no remedial action is taken within the stated time frame of 10 working days, the application is automatically set aside.
- ii. Head of Sections do a second level check and if in order, the applicant is requested to pay the processing fee of Rs 700 within 5 days.
- iii. For new applications, the cases are referred to the TCWP for recommendations, but applications for renewal are approved at the level of the Ministry of Labour and Industrial Relations itself. The TCWP meets twice a week to assess and make recommendations on new applications. The recommendations of the Committee are endorsed by the PMO and are thereafter submitted to the Ministry of Labour and Industrial Relations for final approval by the Minister.
- iv. PIO is notified of the application through the NELS. However, the PIO is not providing clearance via NELS. For new work permits, the PIO provides its views at the Technical

Committee on Work Permit. For renewals, in case the foreign worker is on the control list of the PIO, the latter notifies the Ministry via a memorandum.

vii Thereafter, based on the decisions taken by the Minister, claims for payment of work permit fees, or rejection letters are issued to employers. Companies have a time frame of 30 days to pay the fees. Upon payment of claim, work permits are issued electronically to PIO and a hard copy is sent to the applicant after signature.

Time frame for processing of work permit application online



As the PIO is also connected with the NELS, if a work permit is cancelled, the PIO is automatically notified.

There are two other systems which are still being used to record applications and issue of work permits, namely, the Work Permit Application Systems (WPAS) and the E-Work Permit System. The WPAS was developed in 2004 and is still operational. Applications which are received manually are input in the system by the officers of the Work Permit Registry. It is still being used for Certificates of Exemption, Employment Permits and other cases such as transfer of workers. The E-Work Permit System is used for online vetting of contracts by the Special Migrant Workers Unit (SMWU).

• **Recommendations**

- The application process must be streamlined and several stages which involve duplication should be eliminated. In line with the Budget Speech 2025/2026, the EDB will come up with a rules-based work permit system which *inter alia* includes a Standardised Job Classification and Codification System, an Accredited Employer Framework and Integrated Digital Infrastructure to fast track and simplify the work permit process and issue a combined work and residence permit card with a unique identification number.

- b) Implement an AI powered system which will allow employers to advertise their vacancies together with salary and detailed conditions of employment offered for local employees and demonstrate their inability to recruit local workers and hence seek recourse to foreign workforce.
- c) The Passport and Immigration Office which receives applications for Residence Permit simultaneously should use the NELS system to input its clearance regarding workers. This will facilitate the process and in case PIO does not grant clearance to a worker, the application for work permit may be turned down outright. The online interface between the Work Permit Unit and the PIO should be effective and productive. EDB to take appropriate action in this respect.
- d) The EDB has to bring some enhancements to the system such as using only one system for online permits that is, for Certificates of Exemption, Employment Permits, Transfers.
- e) To finalise the project regarding the issue of work permit card.
- f) The EDB to also improve the system to allow for contract vetting, online cancellation, digital permits, work permit card and QR Codes.
- g) EDB to further establish linkages with other departments such as Mauritius Revenue Authority, Occupational Safety and Health Unit, Special Migrant Workers Unit, Ministry of Health and Wellness.
- h) EDB to make provision of other forms of payment such as POS, Internet Banking and Maucas.
- i) The applicant should be informed of the stage reached and reason for any delay on NELs.
- j) NELS to incorporate modules such as 'Workers' Rights Act', 'Non-Citizens (Employment Restriction) Act', Complaint Mechanism, amongst others.
- k) EDB to be requested to insert on NELS another module whereby SMWU can upload their reports on the system. Moreover, the system could be enhanced so that information could pop up for non-compliant employers, who treat workers badly or disputing payment of salary to workers.

• **Labour Market Intelligence and Interaction powered by Artificial Intelligence**

- a) Make sure that local jobseekers are given all possible opportunities to be recruited before foreigners are considered. Potential employers would be required to post applications for the jobs they are seeking local employees, together with the salary and detailed conditions of employment offered.
- b) A listing that appears for more than 2 weeks (statutory cut-off time), with no applicant, automatically moves to the next stage qualifying the listing for employment of foreigners;

- c) Empower applicants: Use a push strategy, departing from pull strategy. This implies that all digital channels such as email, whatsapp and other relevant social media tools will be leveraged to proactively provide job opportunities to local applicants;
- d) Created Profile of local applicants for personalised and targeted push information. These profiles will capture qualifications, experience and job preferences. Employers will submit similar information, i.e. experience, qualifications and profile looked for;
- e) Automated AI engines, configured by employment policies, will carry out job matching and send propose jobs listings to applicants while proposing applicants to employers;
- f) Since the Government has devised the policy of using a Citizen Data Hub as a single source of truth for Citizen information, the revamped NELs should not duplicate Mauritian Citizen information but should connect to the Hub pull this information;

2.7 Sourcing Country/Special Case of Bangladeshi Workers

- **Current Situation**

Foreign workers come from 79 different countries to work in Mauritius, with the majority from India, Nepal, Bangladesh and Madagascar. However, since 2023, there is a restriction on the recruitment of workers from Bangladesh given the high number of illegal Bangladeshi workers in the country.

However, the Committee was apprised that representation was made by the “Association des Propriétaires de Boulangerie” to the effect that Bangladeshi workers possess required skills to meet specific demand of the Bakery sector. The Committee also received several representations from SMEs and other enterprises in various sectors to allow the resumption of recruitment of workers from Bangladesh as they are perceived to be more efficient and productive than foreign workers from other countries. Hence, a request was made for the continued importation of labour from Bangladesh.

According to records at the Ministry of Labour and Industrial Relations, as at January 2025, there were around 3940 foreign workers who were in an illegal situation. However, with constant enforcement and monitoring by the Ministry, the number as at date has gone down to **1,412**. The remaining 2,522 workers have either left the country or their work permits have been renewed or applications for renewal of work permits have been received on their behalf and are being processed. Out of the 2,522 cases which have been regularized, 1086 were Bangladeshi workers.

- **Recommendation**

Given that the situation of a significant number of Bangladeshi workers has been regularised, the Committee recommended to review the restriction on employment of

Bangladeshi workers and allow their recruitment to meet the demand in some scarcity areas such as Bakery, Textiles and Printing/Printing Press Sector.

2.8 Work Permit Fees

• Current Situation

Employers applying for work permits have to pay Rs 700 as processing fee after the applications have been verified and found complete. Upon approval of the work permit, a fee which is sector specific, has to be settled by the employer as detailed in the following table.

Work Permit Fees The First Schedule of the Non-Citizens (Work Permits) (Fees) Regulations 2013	
Sector	Fees (MUR)
Gaming	50,000 per year
Jockey	25,000 per term (First Season) 50, 000 per term (Subsequent Season)
Stipendiary	50, 000 per for 1 st and 2 nd season 100, 000 for subsequent season
Manufacturing	1000 for first 5 years 6000 subsequent years
Tourism / ICT /Agriculture (Polyvalent)	1500 for 1 st Year 2000 for 2 nd Year 2500 for 3 rd Year 3000 for 4 th Year 3500 for 5 th Year 10000 for subsequent years
Others	5,500 (1 st) Year, 6000 (2 nd) 6500 (3 rd), 11000 (4 th) 12000 (5 th) 15000 subsequent years

The main reasons for charging work permit fees are to cover the administrative costs of processing work permits, to act as a deterrent for cheap labour and protecting local labour, and as a source of revenue to Government. It was pointed out that there was no differentiation between small and large companies and the fee was similar for all companies in a specific sector as depicted in the table.

• Recommendations

- To review the work permit fees based on the size of the company/employer with specific reference to SMEs and the number of workers being recruited and subject to consultations with authorities concerned.
- To cater for the welfare of migrant workers in Mauritius, an amount of Rs 500 per migrant worker per year to be transferred by employers to a special fund to be used to

pay for living expenses and legal fees to represent workers in case of dispute with employer.

2.9 Lodging Accommodation Permit

- **Current Situation**

Before an employer applies for a work permit, he needs to have a Lodging Accommodation Permit (LAP) in respect of the place where the foreign worker will be accommodated. The process for obtaining LAP is complex and time consuming, as it requires clearances from the Mauritius Fire and Rescue Services for Fire Certificate, the Ministry of Health and Wellness for Health Clearance, and the LAP Committee under the National Occupational Safety and Health Department of the Ministry of Labour and Industrial Relations. The composition of the LAP Committee and flowchart for obtaining LAP are set out in **Annex II**.

About 90% of present lodging accommodation are standard residential houses converted into lodging accommodation. It can take several months for a LAP to be issued particularly where physical modifications must be brought to the premises.

The Ministry of Labour and Industrial Relations has received several complaints from neighbours objecting to the operation of lodging accommodation in their residential vicinity due to excessive noise, over flow of waste water and poor hygienic conditions of the premises. The Ministry has also received representation to the effect that applicants for work permit have to pay rent for several months after receiving LAP pending the issue of a work permit. At times the validity of the LAP and fire clearance expire even before the issue of the work permit.

At the moment, the LAP is issued to a specific employer and not to the owner of the building. Consequently, if the owner wishes to lease part of the building to an employer and another part of the building to another employer, then both employers must apply separately for a LAP which is both time consuming and inefficient.

Statistics on LAP are as follows:

Number of employers with valid lodging accommodation permit as at 31 July 2025	3059
Average number of new applications received per week as at 31 July 2025	22
Average number of renewal received per week as at 31 July 2025	15
Average number of permits issued per week as at 31 July 2025	25
Number of complaints received in 2024	48
Number of cases referred to the Prosecution Unit in 2024	8

Statistics for valid Lodging Accommodation Permit for the last 4 years

Year	Valid LAP
2021	1756
2022	1880
2023	2414
2024	2921

- **Recommendations**

- a) The process for issue of LAP to be streamlined;
- b) Employers to be allowed to submit work permit applications and applications for LAP in parallel to enable simultaneous processing. Work permits will be issued subject to the issue of LAP;
- c) The OSH department to amend the Occupational Safety and Health (Employees' Lodging Accommodation) Regulations 2011:
 - so that LAP may be issued in the name of the owner of the building instead of the employer. Thereafter, the owner may rent the building to more than one employer; and
 - to eventually come up with a Centralised Lodging Accommodation Facility, thereby having blocks of apartments for accommodation of expatriate workers.
 - The fundamental amendments above to OSH, will then make the owner of the building jointly liable for any breach to the Occupational safety and Health regulations and laws of Mauritius;
- d) To consider having a separate unit under this Ministry with officers from OSH, Ministry of Health and Wellness and Mauritius Fire and Rescue Services to issue LAP for work permit applications.

2.10 Recruitment Licence

- **Current Situation**

The Private Recruitment Agencies Act 2023 which was promulgated in February 2024 and the Private Recruitment Agencies Regulations 2024 provide for the registration of private recruitment agencies.

Private recruitment agencies require a recruitment licence for the:

- (a) placement of Mauritians in employment in Mauritius;
- (b) placement of Mauritians in employment abroad; and
- (c) placement of non-citizens for employment in Mauritius.

A private recruitment agency may apply for one or all three recruitment licences and a licence is valid for a period of 3 years.

According to the law, an employer is responsible for covering all recruitment costs, including the worker's travel expenses to and from Mauritius. Under the Private Recruitment Agencies Act, it is an offence for a person to recruit citizens/non-citizens without a valid licence.

The Committee was informed by employee representatives that presently several foreign workers pay recruitment fees in their country of origin to secure employment which is illegal. It was also stated that migrant workers often resort to loans so that they can pay the recruitment agents. Moreover, some recruitment agents often do not recruit the foreign worker as per the requirement of the employer and once the foreign worker is in Mauritius, the employer refuses to recruit him or pay for his repatriation.

To promote ethical recruitment, the International Organisation for Migration (IOM) has developed the International Recruitment Integrity Standard (IRIS). The aim of IRIS is to protect migrant workers and ensure transparency, accountability and fairness in the recruitment process.

The IRIS is composed of General Principle A and General Principle B as per diagram below:



- **Recommendations**

- To amend the Private Recruitment Agencies Regulations 2024 to introduce eligibility criteria for any applicant for a private recruitment licence including knowledge of Mauritian laws, certificate of character and track record of experience in recruitment;
- To ensure that recruitment agencies are financially sound;
- To introduce conditions attached to the recruitment licence in line with the International Recruitment Integrity Standard (IRIS) for recruitment agents to adhere to Employers should ensure that they recruit candidates with the right profile;
- To increase the security deposit amount from Rs 500,000 to Rs 1M to ensure that recruitment agents have enough funds to repatriate foreign workers in due course when required; and

- e) To ascertain transparency and efficiency in recruitment of foreign worker and ensure that foreign workers do not pay recruitment fees, recruitment should be made only through recruitment agents duly licensed in the country of origin of the foreign worker

2.11 Memorandum of Understanding (MoU)

- **Current Situation**

To facilitate the recruitment of foreign labour, Mauritius has signed a MoU with India and Nepal. However, that of Nepal is in the process of being renewed. A MoU between Mauritius and Bangladesh has been finalised but not yet ratified because the Ministry of Foreign Affairs, Regional Integration and International Trade has advised against ratification pending the constitution of an elected Government in Bangladesh.

Mauritius has also received request to sign Bilateral Labour Agreement (BLA) with Ghana and Madagascar. Mauritius favours entering into a MoU instead of BLA for greater flexibility. It is also being envisaged to sign a MoU with other countries namely, Malawi, Lesotho, Zambia, amongst others.

The MoU with India was signed on 10 May 2023 and came into effect on 01 October 2023 for a period of 10 years. It provides, inter-alia, for the recruitment, employment and repatriation of qualified and trained workers pursuant to the 'G to G' mechanism. The parties agree that the recruitment of workers shall be done through the National Skills Development Corporation of India portal from various sectors, but not limited to Manufacturing, Construction, Agriculture, Tourism, Information Technology, amongst others. On 21st December 2024, the High Commission of India in Mauritius has shared a draft Standard Operating Procedures (SOP) for labour mobility from India to Mauritius.

- **Recommendations**

- a) In order to ensure transparency and efficiency in recruitment of foreign workers and to ensure that foreign workers do not pay recruitment fees, recruitment should be made only through recruitment agents duly licensed in the country of origin of the foreign worker; and
- b) Mauritius should enter into MoU with respective Government of each country of origin of foreign workers working in Mauritius to facilitate fair and ethical recruitment in line with international norms against human trafficking.

3. WORKING CONDITIONS

3.1 Working Conditions

- **Current Situation**

The Constitution of Mauritius clearly stipulates that there should be no discrimination on the basis of race, caste, place of origin, political opinions, colour, creed or sex, national or social origin, property, birth or other status. Consequently, as a general principle, the existing legislation does not make any difference between a migrant worker and a local worker. As such, all workers, irrespective of their nationality working in the Republic of Mauritius are covered by the same legislation.

However, the Committee took note that, in practice, foreign workers do not always benefit from the same rights and protection as local workers. Some migrant workers appeared to be over exploited and do not benefit from economic and social rights as prescribed in our legislations.

Whenever an employer terminates the contract of employment of a migrant worker, he/she is immediately deported without giving the migrant worker an opportunity to defend himself/herself, even where the employer has acted arbitrarily or abusively when terminating his employment contract.

The worker representatives claimed that migrant workers are subjected to a violation of the Universal Declaration of Human Rights, Article 11 of the UDHR which stipulates that:

- (i) everyone charged with a penal offence has the right to be presumed innocent until proven guilty according to law in a public trial at which he has had all the guarantees necessary for his defence; and
- (ii) no one shall be guilty of any offence on account of any act of omission which did not constitute a penal, under national or international law, at the time when it was committed, nor shall a heavier penalty be imposed than one that was applicable at the time the penal offence was committed.

Very often these migrant workers find themselves without any financial and political support, and the worker is compelled to leave without obtaining justice.

- **Recommendations**

- a) Arrangements should be made to allow for interim measures such as transfer from one employer to another or issue special permit to enable the migrant worker to stay in Mauritius to depone in Court in cases where they are called as witnesses against unscrupulous employers;

- b) Arrangements such as accommodation, food, safety and security should be made for the migrant worker;
- c) No employer or recruitment company should keep the passport of a foreign worker in his possession; and

3.2 Discrimination

• Current Situation

Employee representatives have stated that discrimination exists between local workers and migrant workers in the labour legislations as detailed below:

Workers' Rights Act			Remarks
Section 44	Meal allowance	<ul style="list-style-type: none"> ❖ Meal allowance of Rs 85 per day for work performed after normal working hours ❖ Same is not paid to a migrant worker where employer provides food or where he pays a monthly food allowance to the migrant worker. 	Mauritian workers are paid a daily meal allowance of Rs 85 when they are required to perform more than 2 hrs extra work after having completed their normal day's work. A migrant worker is not paid the daily meal allowance of Rs 85 where he is already being provided with food free of charge or paid a monthly food allowance by the employer.
Section 47	Vacation leave	<ul style="list-style-type: none"> ❖ Entitlement of 30 days' vacation leave, upon completion of a period of 5 consecutive years with the same employer. 	Provision is not applicable to a migrant worker who is considered as a guest worker and who is employed on a determinate contract of a fixed duration, usually less than 5 years.
Section 84	Transition Unemployment Benefit (TUB)	<ul style="list-style-type: none"> ❖ Payment of a TUB for a minimum period of 1 month but not exceeding 12 months upon termination of employment ❖ Migrant workers are not entitled to TUB in case of termination of their employment or expiry of their contract of employment. 	Upon termination of employment or expiry of the contract of migrant workers, employers are required under section 63(7) of the Workers' Rights Act to pay all dues, such as outstanding wages, refund of Annual leave, End of year bonus and other benefits as per Contract of employment before they are issued their air tickets to return to their home country.
Section 90	Portable Retirement Gratuity Fund (PRGF)	<ul style="list-style-type: none"> ❖ Upfront contribution of 4.5% to the PRGF Account through the MRA by employers computed on the monthly remuneration of workers 	The object of the PRGF is to provide for the payment of a gratuity to a worker on his retirement. Migrant workers are employed only on a fixed term contract and generally do not

Workers' Rights Act			Remarks
		<ul style="list-style-type: none"> ❖ Migrant workers are not eligible to any gratuity under the PRGF. ❖ In view thereof, no contribution is required to be made by employers on behalf of migrant workers to the Fund. <p><i>(However, a worker who is in employment in Mauritius on or after attaining the age of 60, would be eligible to a gratuity on retirement payable by the employer- under section 109 of the WRA)</i></p>	stay in Mauritius until their retirement age.
Employment Relations Act			Remarks
Section 56	Application of collective agreement	<ul style="list-style-type: none"> ❖ Collective Agreements do not always cover migrant workers. ❖ Despite the fact that the law does not exclude migrant workers from the application of a Collective Agreement. 	On the strength of an Order delivered by the Employment Relations Tribunal (ERT) in December 2013, in the case, <i>Private Enterprises Employees Union v/s Tropic Knits Ltd</i> , a bargaining unit has been interpreted as excluding migrant workers in view of their specific terms and conditions of employment.
National Minimum Wage Regulations			Remarks
Regulation 3	National Minimum Wage	In the EPZ Sector, the National Minimum Wage is inclusive of an amount not exceeding Rs 3,000 per month for food and lodging allowance.	Such provision is pursuant to the recommendation of the National Wage Consultative Council, with a view to preserving the national competitiveness and to safeguard employment in a sector (EoEs) considered to be vulnerable.

• **Recommendations**

- The existing legislations should be amended to ensure that any derogation excluding migrant workers be eliminated;
- A worker who remains in continuous employment with the same employer for a period of at least 5 consecutive years shall be entitled to vacation leave of not more than 30 days', whether taken consecutively or otherwise, for every period of 5 consecutive years, to be spent abroad, locally or partly abroad and partly locally;

- c) Section 56 of the Employment Relations Act to be amended the terms and conditions of employment for migrant workers are equally governed by any applicable Collective Agreement. All conditions of work stipulated in any existing Collective Agreement in an enterprise, to automatically apply to any migrant worker of that enterprise.
- d) To introduce the payment of a gratuity to foreign workers after their term of contract which should be reflected in their contract of employment.
- e) To ensure that employers do not make any abuse of foreign labour, the levy of one and a half per cent contributed by the employers under the Human Resource Development Act should be paid by all employers.

3.3 Trafficking in Persons/Forced Labour

- **Current Situation**

The Passport and Immigration Office informed the Committee that victims of Trafficking in Persons are mostly migrant workers who have been exploited physically and in some cases have engaged in prostitution. It was also reported that certain employers retain the foreign worker's passport in their possession, which is incorrect.

Some employers even transmit fake work permit to foreign workers. During border control, the foreign workers were repatriated on the return flight to their country when they showed fake work permits. They never divulge the names of the persons who provided them with such permits. Mauritius has been placed as a country where there is forced labour by the Department of Trade of the USA.

Issues regarding illegal migrant workers have a direct bearing on the reputation of Mauritius and as a consequence Mauritius has been blacklisted and is in the 2023 Trafficking in Persons Report.

Although PIO regularly arrests, prosecutes and repatriate illegal migrant workers not having a valid work permit, no action is taken against employers who employ these illegal migrant workers. They are never prosecuted.

- **Recommendations**

- a) Employers recruiting foreign workers without a valid work permit should be prosecuted;
- b) Regular joint crack down operations should be undertaken at the workplace, construction sites, factories and dormitories to ensure that foreign workers have a valid work permit;
- c) To work on an amnesty to be provided to illegal workers to allow them to return to their country of origin without sanctions within a specified time frame.

3.4 One Stop Shop

- **Current Situation**

In cases where migrant workers find themselves in a problematic situation requiring the intervention of various stakeholders, they have to physically attend each unit to make a complaint, for instance, PIO, Special Migrant Workers Unit, Social Security Office, OSH, Health Inspectorate Office of the Ministry of Health and Wellness, amongst others. Currently, there is a dearth of labour officers to cater for the 48,500 migrant workers in Mauritius.

- **Recommendations**

- a) A one stop shop at the Ministry of Labour and Industrial Relations already exists. However, there is need to increase the number of labour officers to provide a more efficient service; and
- b) Representatives from concerned stakeholders namely PIO, Health, Social Security, MRA, amongst others, should be called at this Ministry as and when the need arises to attend to complaints from migrant workers.

3.5 International Organisation for Labour Convention

- (i) **Migrant Workers (Supplementary Provisions) Convention, 1975 (143) & Recommendation No. 151 on Migrant Workers; and**
- (ii) **International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families**

- **Current Situation**

At the meetings of the Committee, on several instances the Trade Unionists remarked that Mauritius is not a signatory of the “Migrant Workers (Supplementary Provisions) Convention, 1975 (143) & Recommendation No. 151 on Migrant Workers” and “International Convention on the Protection of the Rights of All Migrant Workers and Members of their families”.

It was noted that adhering to the Conventions would lead to huge implications on several angles for Mauritius as stated below:

- (i) **Migrant Workers (Supplementary Provisions) Convention, 1975 (143) & Recommendation No. 151 on Migrant Workers**

While this Convention guarantees basic human rights and labour rights for migrant workers, including protection from exploitation, it is to be noted that due to existing gaps and the far-reaching consequences it may have on national migration policies, it is considered premature at this stage to envisage its ratification.

(ii) International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families

This Convention is broader in scope, offering comprehensive protections for migrant workers and their families in terms of employment, social security, health care and education. However, ratifying the UN Convention would require extensive consultations with concerned Ministries and significant legal reforms to ensure not only parity of treatment for migrant workers with regard to a wide array of social protection measures; but also the inclusion of family members and their guarantee to equal and similar access to social services and education as their local counterparts.

- **Recommendations**

- a) In essence, both conventions require significant legal adjustments but the “International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families” has a more expensive sets of provisions, which presents both an opportunity or improved migrant rights protection and a challenge to its broader scope.
- b) Given that Mauritius is a small island state with limited space and scarcity of resources, adhering to these Conventions will impose a heavy financial and social burden in terms of provision of free education, free social services, free health care services and free welfare facilities. It is therefore proposed not to adhere to these conventions for the next 3 years, after which, a new assessment should be carried out on the adhesion of the State of Mauritius to these Conventions.

4. TERMINATION

4.1 Repatriation

- **Current Situation**

As per the contract of employment, the employer has the duty to repatriate the foreign worker after the expiry of his/her work permit. However, the employer does not have any such obligation where the employment is terminated through the fault of the worker.

- **Recommendation**

The condition for repatriation is currently in the contract of employment. It is advised that the legislation be amended to make it a mandatory requirement for repatriation of foreign workers by the employer in all circumstances.

4.2 Renewal

- **Current Situation**

After expiry of the contract, the employer has the possibility of renewing the work permit of the migrant workers for a maximum period of 8/10 years, depending on the sector as detailed at **Annex II**.

Employee Representatives have voiced out that often migrant workers are reported missing by employers in order not to renew the work permits and having to settle the associated fees.

Following an inquiry carried out by the Ministry, it had been noticed that many companies had not applied for the renewal of work permits of their foreign workers. As a result, the latter were deemed to be in an illegal situation. The Ministry has written to these companies and requested them to regularize the situation of foreign workers concerned. In the meantime, no new application for work permit from these companies was being entertained. MEXA had requested for a one-month moratorium for its members to take action as necessary.

MEXA has also drawn the attention of the Committee that it takes about a month for migrant workers to be repaid their NSF contributions by the Ministry of Social Integration, Social Security and National Solidarity. The migrant workers do not want to travel back to their country of origin until they have been refunded their contribution.

- **Recommendations**

- a) Close monitoring to be exercised by the Ministry of Labour and Industrial Relations in case of non-renewal of work permits and non-payment of work permit fees by employers;
- b) Undertake regular joint crack down operations by the PIO, National Employment Division and Special Migrant Workers Unit;
- c) Conditional approval of work permit to be issued provided companies are compliant in terms of having no illegal foreign workers;
- d) Migrant workers be given a delay of up to one month from the termination of employment to return to their country of origin so that they have sufficient time to recover any payment that may be due to the worker. Unless otherwise agreed with the Employer, the costs of board and lodging of these workers during that period will have to be borne by the workers themselves. An application for extension of stay will have to be made to the PIO before the termination of the employment to prevent the worker from being in an irregular situation;
- e) Before expiry of an initial contract of a migrant worker, consideration be given for employers to re advertise the post on the new digital system for local workers, prior to the renewing of the work permit of the migrant workers.

4.3. Transfer/Redeployment

- **Current Situation**

Transfer of migrant workers from one company to another is allowed in cases of closure of companies or when the workers are not adapting to the conditions of work of the company and in special cases of trafficking in persons following complaint from migrant workers. The process of transfer is lengthy involving an initial request for permission for the transfer followed by an actual application for work permit.

- **Recommendation**

The process of transfer to be streamlined. To eliminate the need for a permission for the transfer and employers to submit applications directly with all required documents related to the job, including no-objection letter from the previous employer. Application with supporting documents to be submitted on the NELS.

4.4 Foreign Students

• **Current Situation**

Currently, foreign students enrolled on a full-time basis for one or more programmes in a recognized Tertiary Education Institution or Technical and Vocational Education and Training (TVET) institution are allowed to work 20 hours per week. However, there is no control exercised either by the Ministry of Labour and Industrial Relations, the Ministry of Education and Human Resource or the PIO. PIO reported that there were migrants who come to Mauritius as foreign students but most of the time they work instead of attending course. Some foreign students were reported to have stopped their course and found working without a valid Work Permit.

PIO apprised the Committee that as at end of January 2025, there were 5127 student visa which had been delivered. On the other hand, the Higher Education Commission apprised the Committee that as at December 2024, there were 2781 international students enrolled at Tertiary Education Institutions while the Mauritius Quality Assurance apprised that as at March 2025 there were 705 foreign students registered with various institutions. Furthermore, it has been reported by the MQA that there are training institutions which are no longer registered with them, namely EBCI, Datamatics, YK Business, The Executive Business and, The Task Consulting but 15 foreign students were enrolled with them.

It was observed that there was a huge discrepancy in the number of foreign students delivered with a student visa who are actually studying in our Mauritian institutions.

• **Recommendations**

- a) The Higher Education Commission and the Mauritius Qualifications Authority to align their figures with Passport and Immigration Office (PIO).
- b) Undertake joint crack down operations by the PIO and National Employment Division of the Ministry of Labour and Industrial Relations.
- c) Ministry of Labour and Industrial Relations to consider issuing work permit/work permit card where the number of working hours allowed will be inserted.
- d) Further inquiry by the Ministry of Education and Human Resource and PIO are to be carried out on the unregistered institutions still having international students.
- e) All foreign students wishing to work on a part time basis in Mauritius, should make an application of student/employment work permit, through the education institution they are enrolled with and with a valid authorization from the institution even if they work less than 20 hours.

4.5 Illegal Migrant /Missing Migrant Workers

- **Current Situation**

According to PIO, in February 2025, there were:

- (i) 2528 migrant workers who were missing; and
- (ii) 1140 migrant workers who were required to leave.

According to records at the Ministry of Labour and Industrial Relations, as at January 2025, there were around 3940 foreign workers who were in an illegal situation. However, with constant enforcement and monitoring by the Ministry, the number as at date has gone down to **1,412**. The remaining 2,522 workers have either left the country or their work permits have been renewed or applications for renewal of work permits have been received on their behalf and are being processed.

Illegal male migrant workers who are arrested by PIO are accommodated at Le Chaland Detention Centre where, at any one time, a maximum of 36-40 persons can be accommodated, which is inadequate. On the other hand, illegal female migrant workers are temporarily placed in jails, Police Station cells or female detention centres as no appropriate shelter is available for women.

Often, the foreign workers leave their job and dormitory because they have been ill-treated by their employers. This is more serious in the case of domestic workers where there is abuse in the form of no rest days, no proper nutrition among others.

- **Recommendations**

- a) To have regular crack down operations to ensure that foreign workers have a valid work permit;
- b) To introduce the Domestic Workers Regulations to ensure decent working conditions for migrant workers;
- c) To increase the capacity of accommodation for both male and female illegal migrant workers who are arrested by the PIO. PIO reported that there is one old building in the vicinity of the airport which may be converted into a shelter for female foreign workers under police custody; and
- d) To issue work permit card with QR code which can instantly verify the status of the migrant worker.

4.6. Tourist Visa

- **Current Situation**

PIO reported that there was a high number of non-citizens on tourist visa working in Mauritius. It is very difficult to trace them as when reaching Mauritius, they are legally in order having their return ticket. However, once in the country they indulge in work until they leave the country or some overstay.

- **Recommendations**

- a) Prosecution of these illegal non-citizens under section 3(3) under the Non-Citizens (Employment Restriction) Act; and
- b) The PIO, in consultation with the Prime Minister's Office and the Ministry of Labour and Industrial Relations should come up with a protocol for exchange of information, declaration, enquiry for reporting of cases of expatriates on tourist visa working illegally in the country and employers recruiting illegal migrant workers.

4.7. Prosecution/Interaction between the Ministry and PIO

- **Current Situation**

The Non-Citizens (Employment Restriction) Act makes provision for illegal migrants and illegal employers as per section 3(1) and 3(3) respectively:

- (i) Section 3(1) of the Non-Citizens (Employment Restriction Act) states that
“A non-citizen shall not engage in any occupation in Mauritius for reward and profit or be employed in Mauritius unless he has a valid permit.”

Section 3(4) provides that any non-citizen who engages in any occupation in Mauritius in contravention of sub section (1), shall commit an offence and shall on conviction be liable to a fine of not less that Rs 100,000 but not more than Rs 500, 000 and to imprisonment for term not exceeding 5 years.

- (ii) Section3(3) of the Non-Citizens (Employment Restriction) Act states that:
“No person shall have in his employment in Mauritius a non-citizen without there being in force a valid permit in relation to that employment.”

Any person who has in his employment in Mauritius a non-citizen in contravention of subsection (3) shall commit an offence and shall on conviction, be liable to a fine of not less than Rs 100,000 but not more than Rs 500,000 and to imprisonment for a term not exceeding 5 years.

As at 12 February 2025, only 8 migrant workers had been prosecuted for working without a work permit despite the fact that the PIO was continuously informed by the Ministry of Labour and Industrial Relations when a work permit was cancelled or expired/not renewed.

It was also noted that no employer had been prosecuted till date for employing foreign workers illegally. The Police has all the powers to prosecute an employer who has had illegal migrant workers. According to the PIO, the Ministry of Labour and Industrial Relations should provide a comprehensive brief in each case and an officer of the Ministry of Labour and Industrial Relations should make a statement at the police station on the case for the Police to initiate necessary action.

- **Recommendations**

- a) PIO, after consultation with the Prime Minister's Office, to put up a dedicated desk at their office where officers of the Ministry of Labour and Industrial Relations could report on illegal recruitment or illegal migrant workers;
- b) The legislation should be amended to provide for a fixed penalty to be imposed instead of going through lengthy court proceedings for employers; and
- c) PIO reported that there was one old building in the vicinity of the airport which could be converted into a shelter for women. PIO to do needful in this respect.

4.8. Repatriation of Foreign Workers

- **Current Situation**

According to the contract of employment of foreign workers, the repatriation cost of a foreign worker from the place of work to his/her original exit point in his/her country of origin should be borne by the employer under the following circumstances:

- (i) upon completion of his contract of employment;
- (ii) termination of his/her contract of employment by the employer other than non-compliance of the terms and conditions of the contract of employment by the worker, or
- (iii) termination of the contract of employment due to non-compliance of the terms and conditions of this contract of employment by the employer.

In other circumstances, under the Mauritian laws, the foreign worker has to bear the costs relating to his repatriation. Very often, the PIO finds itself having to arrange for the repatriation of workers especially when the worker left the company or was reported missing. Related costs cannot become a burden for the Government.

In case of illegal migrant workers, the repatriation cost is either undertaken by the migrant worker himself/herself or by his relatives or NGOs.

- **Recommendations**

- a) The contract of employment to be amended to include that repatriation of foreign worker to be undertaken by the employer under any circumstance, except, if the foreign worker has been redeployed to another company with the approval of the Ministry;
- b) Where the repatriation is delayed due to unforeseen circumstances/ 'force majeure' such as Covid-19 pandemic, a temporary residence permit is to be issued to enable the migrant worker to stay legally in Mauritius;
- c) The Contract of employment should specify the time limit within which the employer is required to ensure repatriation of migrant workers at the end of his contractual term; and
- d) MEXA has proposed to amend the legislation to provide for a grace period of one month of stay after the expiry of the work permit so that they have sufficient time to recover any payment that may be due to the worker. Unless otherwise agreed with the Employer, the costs of board and lodging of these workers during that period will have to be borne by the workers themselves;

5. Implementation of Recommendations

The implementation of the recommendations of the committee would require the collaboration of various Ministries/Departments as follows:

SN	RECOMMENDATIONS	IMPLEMENTING BODY
1.	The process for Permission In Principle/Quota to be eliminated and employers to submit applications for work permit directly. This will save employers around one month, enabling their work permit applications to be processed outright.	MLIR (ED)
2.	The basis for the employment of foreign workers to be reviewed from a pre-established ratio/quota principle to a system based on evidence of inability to recruit locally. Employers to henceforth submit applications for work permit according to their requirements but with evidence of having contacted the National Employment Department and the Mauritiusjobs platform to recruit local jobseekers, but have been unsuccessful in finding the right profile. Employers to advertise the posts with all details to ensure wide dissemination to local jobseekers.	MLIR (ED)
3.	To reduce the processing time and to have a seamless process, all types of permits should be made on the National E-Licensing System. The Economic Development Board to amend the system accordingly.	EDB
4.	Payment through internet banking should be incorporated into the system to enhance efficiency, reduce administrative delays and align with modern digital payment practices	EDB
5.	The internal processes at the Work Permit Unit to be streamlined.	MLIR (ED)
6.	The maximum allowable period of stay for foreign workers in all sectors to be harmonised to 10 Years instead of 8 years in some sectors such as Construction and Agriculture.	MLIR (ED)
7.	A special regime to be implemented whereby an enterprise which already employs migrant workers in one of its branches/mother/sister companies abroad be allowed to transfer foreign workers to work in Mauritius.	MLIR (ED)
8.	The Technical Committee on Work Permit should be brought under the Ministry of Labour and Industrial Relations to reduce the processing time. The representatives of the Prime Minister's Office and the Passport Immigration Office as well as the other Ministries/Departments concerned would continue to form part of the Committee.	PMO/ MLIR
9.	The categories of applications to be forwarded to the Technical Committee should be reviewed and applications for skilled	MLIR

SN	RECOMMENDATIONS	IMPLEMENTING BODY
	workers such as Machine Operator, Fish Cutters, certain grades in the construction sector, bakery etc should be processed at the level of the Ministry of Labour, Industrial Relations itself and not referred to the TCWP especially those already within a quota. Applications for professionals such as in the medical sector, ICT, Tourism sectors, among others would continue to be referred to the TCWP.	
10.	The application process must be streamlined and several stages which involve duplication should be eliminated. In line with the Budget Speech 2025/2026, the EDB will come up with a rules based work permit system which <i>inter alia</i> includes a Standardised Job Classification and Codification System, an Accredited Employer Framework and Integrated Digital Infrastructure to fast track and simplify the work permit process and issue a combined work and residence permit card with a unique identification number.	MLIR (ED)
11.	Implement an AI powered system which will allow employers to advertise their vacancies together with salary and detailed conditions of employment offered for local employees and demonstrate their inability to recruit local workers and hence seek recourse to foreign workforce.	MLIR (ED)
12.	The Passport and Immigration Office which receives applications for Residence Permit simultaneously should use the NELS to input its clearance regarding workers. This will facilitate the process and in case PIO does not grant clearance to a worker, the application for work permit may be turned down outright. The online interface between the Work Permit Unit and the PIO should be effective and productive. EDB to take appropriate action in this respect.	EDB/ PIO
13.	EDB to bring some enhancements to the NELS so that only one system is used for online permits that is, for Certificates of Exemption, Employment Permits, Transfers.	EDB
14.	To finalise the project regarding the issue of work permit cards.	MLIR (ED)/EDB
15.	The EDB to also improve the system to allow for contract vetting, online cancellation, digital permits, work permit card and QR Codes.	EDB
16.	EDB to further establish linkages with other departments such as Mauritius Revenue Authority, the National Occupational Safety and Health Department, Special Migrant Workers Unit, Ministry of Health and Wellness.	EDB
17.	EDB to make provision for other forms of payment such as POS, Internet Banking and MAUCAS.	EDB

SN	RECOMMENDATIONS	IMPLEMENTING BODY
18.	The applicant should be informed of the stage reached and reason for any delay on NELS.	EDB
19.	NELS to incorporate modules such as 'Workers' Rights Act', 'Non-Citizens (Employment Restriction) Act', Complaint Mechanism, amongst others.	MLIR(ED)/EDB
20.	EDB to be requested to insert on NELS another module whereby SMWU can upload their reports on the system. Moreover, the system could be enhanced so that information could pop up for non-compliant employers, who treat workers badly or disputing payment of salary to workers.	EDB
21.	To make sure local jobseekers are given all possible opportunities to be recruited before foreigners are considered. Potential employers would be required to post applications for the Jobs for which they are seeking local employees, together with the salary and detailed conditions of employment offered.	MLIR (ED)
22.	A listing that appears for more than 2 weeks (statutory cut-off time), with no applicant, automatically moves to the next stage qualifying the listing for employment of foreigners	MLIR (ED)
23.	Empower applicants: Use a push strategy, departing from pull strategy. This implies that all digital channels such as email, whatsapp and other relevant social media tools will be leveraged to proactively provide job opportunities to local applicants	MLIR (ED)
24.	Created Profile of local applicants for personalised and targeted push information. These profiles will capture qualifications, experience and job preferences. Employers will submit similar information, i.e. experience, qualifications and profile looked for	MLIR (ED)
25.	Automated AI engines, configured by employment policies, will carry out job matching and send proposed jobs listings to applicants while proposing applicants to employers	MLIR (ED)
26.	Since the Government has devised the policy of using a Citizen Data Hub as a single source of truth for Citizen information, the revamped NELS should not duplicate Mauritian Citizen information but should connect to the Hub to pull this information	MLIR (ED)
27.	Given that the situation of a significant number of Bangladeshi workers has been regularised, the Committee recommended to review the restriction on employment of Bangladeshi workers and allow their recruitment to meet the demand in some scarcity areas such as Bakery, Textiles and Printing/Printing Press sector.	PMO
28.	To review the work permit fees based on the size of the company/ employer with specific reference to SMEs and the	MLIR(ED)

SN	RECOMMENDATIONS	IMPLEMENTING BODY
	number of workers being recruited and subject to consultations with authorities concerned.	
29.	To cater for the welfare of migrant workers in Mauritius, an amount of Rs 500 per migrant worker per year to be transferred by employers to a special fund to be used to pay for living expenses and legal fees to represent workers in case of dispute with employer.	MLIR (ED)
30.	The process for issue of LAP to be streamlined.	MLIR (NOSHD)
31.	Employers to be allowed to submit work permit applications and applications for LAP in parallel to enable simultaneous processing. Work permits will be issued subject to the issue of LAP.	MLIR (ED)
32.	The National OSH Department to consider amending the Occupational Safety and Health (Employees' Lodging Accommodation) Regulations 2011: <ul style="list-style-type: none"> (ii) so that LAP may be issued in the name of the owner of the building instead of the employer. Thereafter, the owner may rent the building to more than one employer; and (iii) to come up with a new regulation regarding Centralised Lodging Accommodation Facilities for new buildings so that the LAP will be issued in the name of the owner of the building instead of the employer. The owner may rent the building to one or more employers. 	MLIR (NOSHD)
33.	To consider having a separate unit under this Ministry with officers from the National OSH Department, the Ministry of Health and Wellness and the Mauritius Fire and Rescue Services to issue LAP for work permit applications.	MLIR (NOSHD)
34.	To amend the Private Recruitment Agencies Regulations 2024 to introduce eligibility criteria for any applicant for a private recruitment licence including knowledge of Mauritian laws, certificate of character and track record of experience in recruitment.	MLIR (ED)
35.	To ensure that recruitment agencies are financially sound.	MLIR (ED)
36.	To introduce conditions attached to the recruitment licence in line with the International Recruitment Integrity Standard (IRIS) for recruitment agents to adhere to. Employers should ensure that they recruit candidates with the right profile.	MLIR (ED)

SN	RECOMMENDATIONS	IMPLEMENTING BODY
37.	To increase the security deposit amount from Rs 500,000 to Rs 1M to ensure that recruitment agents have enough funds to repatriate foreign workers in due course when required.	MLIR(ED)
38.	To ascertain transparency and efficiency in recruitment of foreign workers and ensure that foreign workers do not pay recruitment fees, recruitment should be made only through recruitment agents duly licensed in the country of origin of the foreign worker.	MLIR (ED)
39.	Mauritius should enter into MoU with respective Government of each country of origin of foreign workers working in Mauritius to facilitate fair and ethical recruitment in line with international norms against human trafficking.	MLIR (ED)
40.	Arrangements should be made to allow for interim measures such as transfer from one employer to another or issue special permit to enable the migrant worker to stay in Mauritius to depone in Court in cases where they are called as witnesses against unscrupulous employers.	MLIR (ED)
41.	Arrangements such as accommodation, food, safety and security should be made for the migrant worker;	MLIR (LD)
42.	No employer or recruitment company should keep the passport of a foreign worker in his possession	MLIR (ED)
43.	The existing legislations should be amended to ensure that any derogation excluding migrant workers be eliminated.	MLIR (LD)
44.	A worker who remains in continuous employment with the same employer for a period of at least 5 consecutive years shall be entitled to vacation leave of not more than 30 days', whether taken consecutively or otherwise, for every period of 5 consecutive years, to be spent abroad, locally or partly abroad and partly locally	MLIR (LD)
45.	Section 56 of the Employment Relations Act to be amended the terms and conditions of employment for migrant workers are equally governed by any applicable Collective Agreement. All conditions of work stipulated in any existing Collective Agreement in an enterprise, to automatically apply to any migrant worker of that enterprise.	MLIR (LD)
46.	To introduce the payment of a gratuity to foreign workers after their term of contract which should be reflected in their contract of employment.	MLIR (LD)
47.	To ensure that employers do not make any abuse of foreign labour, the levy of one and a half per cent contributed by the employers under the Human Resource Development Act should be paid by all employers.	MLIR(ED)

SN	RECOMMENDATIONS	IMPLEMENTING BODY
48.	Employers recruiting foreign workers without a valid work permit should be prosecuted.	MLIR (ED)
49.	Regular joint crack down operations should be undertaken at the workplace, construction sites, factories and dormitories to ensure that foreign workers have a valid work permit.	MLIR (ED) PIO
50.	To work on an amnesty to be provided to illegal workers to allow them to return to their country of origin without sanctions within a specified time frame.	MLIR (ED)
51.	A one stop shop at the Ministry of Labour and Industrial Relations already exists. However, there is need to increase the number of labour officers to provide a more efficient service.	MLIR (LD)
52.	Representatives from concerned stakeholders namely PIO, Health, Social Security, MRA, amongst others, should be called at the Ministry as and when the need arises to attend to complaints from migrant workers.	MLIR (LD)
53.	It is proposed not to adhere to the Migrant Workers (Supplementary Provisions) Convention, 1975 (143) & Recommendation No. 151 on Migrant Workers; and International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families for the next 3 years, after which a new assessment should be carried out on the adhesion of the State of Mauritius to these Conventions.	MLIR (LD)
54.	The condition for repatriation is currently in the contract of employment. It is advised that the legislation be amended to make it a mandatory requirement for repatriation of foreign workers by the employer in all circumstances.	MLIR (ED)
55.	Close monitoring to be exercised by the Ministry of Labour and Industrial Relations in case of non-renewal of work permits and non-payment of work permit fees by employers.	MLIR (ED)
56.	Undertake regular joint crack down operations by the PIO, National Employment Division and Special Migrant Workers Unit.	MLIR (ED) PIO MLIR (LD)
57.	The approval of work permit applications to be issued subject to employers not having illegal workers.	MLIR (ED)
58.	Migrant workers be given a delay of up to one month from the termination of employment to return to their country of origin so that they have sufficient time to recover any payment that may be due to the worker. Unless otherwise agreed with the Employer, the costs of board and lodging of these workers will be borne by the workers themselves. An application—for extension of stay will have to be made to the PIO before the	MLIR (ED) PIO

SN	RECOMMENDATIONS	IMPLEMENTING BODY
	termination of the employment to prevent the worker from being in an irregular situation.	
59.	Before expiry of an initial contract of a migrant worker, consideration be given for employers to re advertise the post on the new digital system for local workers, prior to the renewing of the work permit of the migrant workers.	MLIR (ED)
60.	The process of transfer to be streamlined. To eliminate the need for a permission for the transfer and employers to submit applications directly with all required documents related to the job, including no-objection letter from the previous employer. Application with supporting documents to be submitted on the NELS.	MLIR (ED) EDB
61.	The Higher Education Commission and the Mauritius Qualifications Authority to align their figures with Passport and Immigration Office (PIO) regarding employment of foreign students.	PIO
62.	Ministry of Labour and Industrial Relations to consider issuing Special/Employment permit to foreign students where the number of working hours allowed will be inserted.	MLIR (ED)
63.	Further inquiry by the Ministry of Education and Human Resource and PIO are to be carried out on the unregistered institutions still having international students.	PIO
64.	All foreign students wishing to work on a part time basis in Mauritius, should make an application of student/employment permit, with a valid authorization from their academic institution.	MLIR (ED)
65.	To introduce the Foreign Domestic Workers Regulations to ensure decent working conditions for migrant workers.	MLIR (ED)/MLIR(LD)
66.	To increase the capacity of accommodation for both male and female to accommodate illegal migrant workers during the course of their court case.	PIO
67.	To issue work permit card with QR code which can instantly verify the status of the migrant worker.	EDB
68.	Prosecution of illegal non-citizens under section 3(3) under the Non-Citizens (Employment Restriction) Act.	PIO
69.	The PIO, in consultation with the Prime Minister's Office and the Ministry of Labour and Industrial Relations should come up with a protocol for exchange of information, declaration, enquiry for reporting of cases of expatriates on tourist visa working illegally in the country and employers recruiting illegal migrant workers.	MLIR (ED)/PIO
70.	PIO, after consultation with the Prime Minister's Office, to put up a dedicated desk at their office where officers of the Ministry	PMO/PIO

SN	RECOMMENDATIONS	IMPLEMENTING BODY
	of Labour and Industrial Relations could report on illegal recruitment or illegal migrant workers.	
71.	The legislation should be amended to provide for a fixed penalty to be imposed instead of going through lengthy court proceedings for employers.	MLIR (ED)
72.	To increase the capacity of accommodation for both male and female illegal migrant workers who are arrested by the PIO. PIO reported that there was one old building in the vicinity of the airport which could be converted into a shelter for women. PIO to do needful in this respect.	PIO
73.	The contract of employment to be amended to include that repatriation of foreign worker to be undertaken by the employer under any circumstance, except, if the foreign worker has been redeployed to another company with the approval of the Ministry.	MLIR (LD)
74.	Where the repatriation is delayed due to unforeseen circumstances/ 'force majeure' such as COVID-19 pandemic, a temporary residence permit is to be issued to enable the migrant worker to stay legally in Mauritius.	PIO
75.	The Contract of employment should specify the time limit within which the employer is required to ensure repatriation of migrant workers at the end of his contractual term.	MLIR (LD)
76.	MEXA has proposed to amend the legislation to provide for a grace period of one month of stay after the expiry of the work permit so that they have sufficient time to recover any payment that may be due to the worker. Unless otherwise agreed with the Employer, the costs of board and lodging of these workers will be borne by the workers themselves.	MLIR (ED)

Abbreviations -

EDB – Economic Development Board

MLIR (ED) – Ministry of Labour and Industrial Relations, Employment Division

MLIR (LD) – Ministry of Labour and Industrial Relations, Labour Division

MLIR (NOSHD) - Ministry of Labour and Industrial Relations, National Occupational Safety and Health Department

PIO – Passport and Immigration Office

PMO – Prime Minister's Office

6. CONCLUSION

The Ministry of Labour and Industrial Relations thanks all members who have contributed to the work of the Inter-Ministerial Committee. The Ministry relies on the support of all parties concerned for the successful implementation of the recommendations made. With these measures, there is no doubt that the demand for human resources will be duly met in a timely manner in the interest of the prosperity of the country.

ANNEX I

COMPOSITION OF INTERMINISTERIAL COMMITTEE**List of participants**

Hon. M.R.C. Uteem	-	Minister of Labour and Industrial Relations (Chairperson)
Hon. A.K. Subron	-	Minister of Social Integration, Social Security and National Solidarity
Hon. J.M.S. Yeung Sik Yuen	-	Minister of Commerce and Consumer Protection
Hon. S.M.A. Ameer Meea	-	Minister of Industry, SME and Cooperatives
Dr. the Hon. A. Ramtohul	-	Minister of Information Technology, Communication and Innovation

Ministry of Labour and Industrial Relations

Mrs. I. Pudaruth Ruchaia	-	Permanent Secretary
Mrs. A.D. Seenundun	-	Ag Permanent Secretary, Labour Division
Mrs. R. Bucktowar	-	Deputy Permanent Secretary
Mrs. V. Boodhun-Luchumun	-	Assistant Permanent Secretary (Secretary)
Mrs. S. Jeetoo	-	Director, Labour Division
Mr. K. Gunpath	-	Director, National Occupational Safety and Health Division
Mr. S. Surat	-	Director, National Employment Department
Mrs. N. Aumeer	-	Ag. Deputy Director, National Employment Department
Mrs. N. Periapen	-	Assistant Director, Labour Division (SMWU)
Mr. P. Poinen-Sohoraye	-	Deputy Director, Occupational Safety Health Division
Mr. R Dilmohamed	-	Chief Occupational Safety & Health Officer
Mr. M. Mungra	-	Principal Labour and Industrial Relations Officer (Special Migrant Workers Unit)
Mr. P. Poinen-Sohoraye	-	Deputy Director, Occupational Safety Health Division
Mr. K. Hemraj	-	Chief Employment Coordinator, National Employment Department
Mrs. L. Chitto	-	Senior Systems Analyst
Mrs S. Ramgoolam	-	System Analyst
Mrs L. Mungar	-	Office Management Executive, (Recruitment License Unit)
Mr. V. Sookun	-	Office Management Assistant
Prime Minister's Office		
Mrs. K. Fong Weng- Poorun	-	Senior Adviser, Home Affairs
Miss K. Kautick	-	Permanent Secretary
Mr. Y. Seeruttun	-	Deputy Permanent Secretary
Mr. T. Pillay	-	Assistant Permanent Secretary

Ministry of Industry, SME and Cooperatives

Mr. M.S. Joomun	-	Senior Chief Executive
Mrs. A. Dabeesingh	-	Permanent Secretary (Industry Division)
Mr. B.M.D. Kurreemun	-	Permanent Secretary
Mr. B.A. Seedoyal	-	Senior Industrial Analyst
Miss. T. Ramnarain	-	Senior Analyst (SME Division)

Ministry of Tourism

Mrs. I. Rugjee	-	Permanent Secretary
Mr. A. Seetaram	-	Director Tourism
Mr. R. Purusram	-	Principal Tourism Planning Executive
Mrs. P. Li Shuk Kung-Toofany	-	Ag. Principal Tourism Planning Executive

Ministry of Information Technology, Communication and Innovation

Mr. D. Dassaye	-	Permanent Secretary
Mr. R. Bheekhoo	-	Deputy Permanent Secretary
Miss. B. F. Bodheea	-	Assistant Permanent Secretary
Mr. P. Ramnial	-	Acting Deputy Director (Central Informatics Bureau)
Mr. M. Jhurree	-	Lead Programme Manager (Central Informatics Bureau)
Mr J.E. Sem Fa	-	Lead Programme Manager (Central Informatics Bureau)

Ministry of Land and Transport

Mr. V. K. Mudhoo	-	Ag. Deputy Permanent Secretary
Mr. D. K. Raghoo	-	Assistant Permanent Secretary

Ministry of Commerce and Consumer Protection

Mrs. D. M. Mathur Dabidin	-	Permanent Secretary
Mrs. O. Vinktarendoo	-	Assistant Permanent Secretary
Mr. R. Pydayya	-	Senior Analyst (Trade)

Passport and Immigration Office

Mr. H.Guckhool	-	Officer in Charge, PIO
Mr. Cooroopdass	-	Assistant Superintendent of Police
Mr. Sundanum	-	Police Sergeant

Economic Development Board

Mr. S. Mohabeer	-	Deputy Chief Executive Officer
Mr. Ramasamy Azagen	-	Senior IT Manager
Mr. U. Rughoobur	-	Manager
Ms. H. Gopal	-	Business Process Analyst

Statistic Mauritius

Mrs. K.D. Pothevadoo	-	Senior Statistician, Statistic Unit
Miss B. Sookram	-	Statistician, Statistic Unit

Mauritius Qualifications Authority

Mr. R. Ramchurun	-	Manager, Learner Attainment and Information Services
Mr. V. Mungroo	-	Accreditation Officer
Miss C.K. Jankee	-	Accreditation Officer

Higher Education Commission (HEC)

Dr. A. Moorgawa	-	Ag. Head, Research and Planning Division
Dr. N. Sadeer	-	Research Officer

ANNEX II

Permission In Principle/Ratio

Comparative Table: Previous V Revised PIP as at 20 September 2024

SN	SECTORS	EXISTING			REVISED		
		Ratio	PIP	Period of Stay	Ratio	PIP	Period of Stay
1	Textile Manufacturing	No ratio	PIP is not required	8 years (Textile enterprises which employ at least 40 workers can retain 5% of total workforce up to a maximum of 10 years)	No Ratio	No PIP	10 years
2	Bakery (Traditional only)			8 years			8 years
3	Agriculture			8 years			8 years
4	Construction			8 years (For project basis, the period of stay is until the completion date of the project)			8 years (For project basis, the period of stay is until the completion date of the project)
5	SMEs (those operating in sectors mentioned at SN 1 to 4)			Depends upon sector			Depends upon sector
6	Tourism (including Restaurants)	1:3 (No ratio for Cooks and Chefs)	Quota & PIP maintained (Applicable when recruiting more than 5 foreign workers)	4 years (8 years for Cooks and Chefs only)	1:3 (No ratio for Cooks and Chefs)	Quota & PIP maintained	8 years

SN	SECTORS	EXISTING			REVISED		
		Ratio	PIP	Period of Stay	Ratio	PIP	Period of Stay
7	Export Oriented Enterprises (Manufacturing)	4:1	Quota & PIP maintained (Applicable when recruiting more than 5 foreign workers)	8 years (Those in Freeport and Export Oriented Enterprises which employ at least 40 workers can retain 5% of total workforce up to a maximum of 10 years)	No Ratio	No Quota	10 years
8	Freeport	3:1			No Ratio	No Quota	8 years
9	Other Manufacturing Activities	3:1			4:1	Quota & PIP maintained	10 years
10	Motor vehicle repair and maintenance	1:2		4 years	3:1	Quota & PIP maintained	8 years
11	Food Processing	3:1		4 years	4:1	Quota & PIP maintained	8 years
12	Jewellery	2:1		8 years	No Ratio	No Quota	8 years
13	ICT/BPO	1:1		4 years	No Ratio	No Quota	8 years
14	Printing and Publishing	3:1		4 years	3:1	Quota & PIP maintained	8 years
15	Other Scarcity Areas	1:3		4 years	1:3	Quota & PIP maintained	8 years

New Policy

16	Bus Industry (Driver and Conductor)	1:3	PIP applicable	8 years	1:1	PIP applicable	8 years
17	Victualler	Not allowed	-	-	1:3	PIP applicable	8 years

ANNEX III

LODGING ACCOMMODATION COMMITTEE

Set up under Regulation 5 of the Occupational Safety and Health (Employees' Lodging Accommodation) Regulations 2011

Comprises:

- 2 representatives of the Ministry, one of whom shall be the Chairperson;
- a representative of the Ministry of Health and Wellness
- a representative of the Mauritius Fire and Rescue Service;
- a representative of the most represented employers' 54 organization;
- a representative of the most represented employees' 54 organization.

ELA Section

1 Chief Occupational Safety and Health Officer

1 Divisional Occupational Safety and Health Officer

2 Principal Occupational Safety and Health Officers

6 Occupational Safety and Health Officers

